



COMDTINST 12792.3

MAR 31 1993

COMMANDANT INSTRUCTION 12792.3

Subj: Health Care for Coast Guard Civilian Employees

Ref: (a) Federal Personnel Manual Supplement 792-1, Occupational Health Service for Federal Civilian Employees

1. PURPOSE. This instruction describes the limited health care services available to Coast Guard civilian employees at Coast Guard health care facilities. Eligibility for this program is expanded to include Nonappropriated Fund employees.
2. BACKGROUND. Title 5, United States Code (Section 7901) states: "The head of each agency of the Government of the United States may establish within the limits of appropriations available, a health service program to promote and maintain the physical and mental fitness of employees under his jurisdiction." Reference (a) provides guidance for planning, operating, and evaluating occupational health services for Federal civil service employees.
3. DISCUSSION. The objective of this program is to assist Coast Guard civilian employees to maintain optimum health while on the job, and to increase Coast Guard productivity by maintaining the optimum health of the Coast Guard work force. In accordance with 5 USC 2105(c), employees paid from nonappropriated funds are eligible for the same levels of care and availability as are Coast Guard "civil service" personnel; subject to the regulations of the Office of Personnel Management. Civilian employees of other Federal agencies and contractor employees (e.g., A-76, UNYSIS, security guards) are not covered by the provisions of this instruction.

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3. (cont'd) A limited health care program shall provide health education, counseling, and the following services when the capabilities exist and within the following constraints:
- a. Treatment for minor illnesses (e.g., colds, sore throats, etc.) to enable the employee to complete the current work shift before consulting a personal physician.
  - b. Treatment of injuries incurred on the job. Initial evaluation for on-the-job injuries will be made by health services personnel. With the exception of emergency first aid and/or lifesaving measures, the extent of care provided will depend on the severity of the injury and the capabilities of the health care facility. In the case of injuries not involving emergency first aid or lifesaving measures, the patient shall be provided treatment and/or be referred to the civilian or other Federal source of health care as designated by the patient. Such referrals to other sources of health care constitute a disengagement by the Coast Guard regarding the medical management of the patient's episode of care. Billing the Coast Guard for care received from a nonfederal provider after release or referral by the Coast Guard is not authorized unless explicitly pre-authorized by the appropriate Commander (k), Maintenance and Logistics Command. In all cases the patient's supervisor shall be made aware of the situation, so that the proper reports can be initiated.
  - c. A routine immunization program, on a patient-consent basis, shall be offered for the following situations:
    - (1) occupational hazards;
    - (2) employment-related immunizations, e.g., international travel in conjunction with official business;
    - (3) prevention of diseases or possible epidemics among the employee population (e.g., influenza); and
    - (4) prophylactic protection against diseases due to minor or major injury (e.g., tetanus).
  - d. Occupational Medical Monitoring Program (OMMP) physical examinations are offered only to identified "at risk" civilian personnel and shall be performed in accordance with Chapter 12, COMDTINST M6000.1 (series), Medical Manual. A list of identified "at risk" civilian personnel, maintained by Commandant (G-KSE), is routinely forwarded to Commander (k), Maintenance and Logistics Commands to serve as a guide for payment for these examinations.

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3. e. Periodic screenings for the early detection of medical conditions such as diabetes, hypertension, obesity, tuberculosis, etc.
- f. Routine pre-appointment examination only for a position which has specific medical standards, physical requirements, or is covered by a medical evaluation program.
- g. Access to Coast Guard Wellness Program and other health information and education programs.
- h. Administration of certain treatments (e.g., dressing changes) and drugs (allergy shots, vaccines, etc.) requested by the employee's private physician with medication furnished by the employee.
4. FUNDING. All costs associated with this limited health care program will be funded using either MLC (k) or unit AFC-57 funds.
5. NONFEDERAL CARE. At units without clinics, employment-related immunizations, periodic screenings, routine pre-appointment examinations, and OMMP physical examinations as defined in COMDTINST M6000.1 (series), Medical Manual, may be obtained from nonfederal sources (i.e., personal physician). Nonfederal care must be requested and explicitly pre-authorized by the appropriate MLC (k).
6. ACTION. Area and district commanders, commanders of maintenance and logistics commands, and unit commanding officers shall implement a limited health care program for all Coast Guard Federal civilian employees. This health care program shall include the services listed in this instruction based on the capabilities of the individual command and its health care facilities.



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Acting